UCSF
Newsbreak

News for the UCSF Campus Community

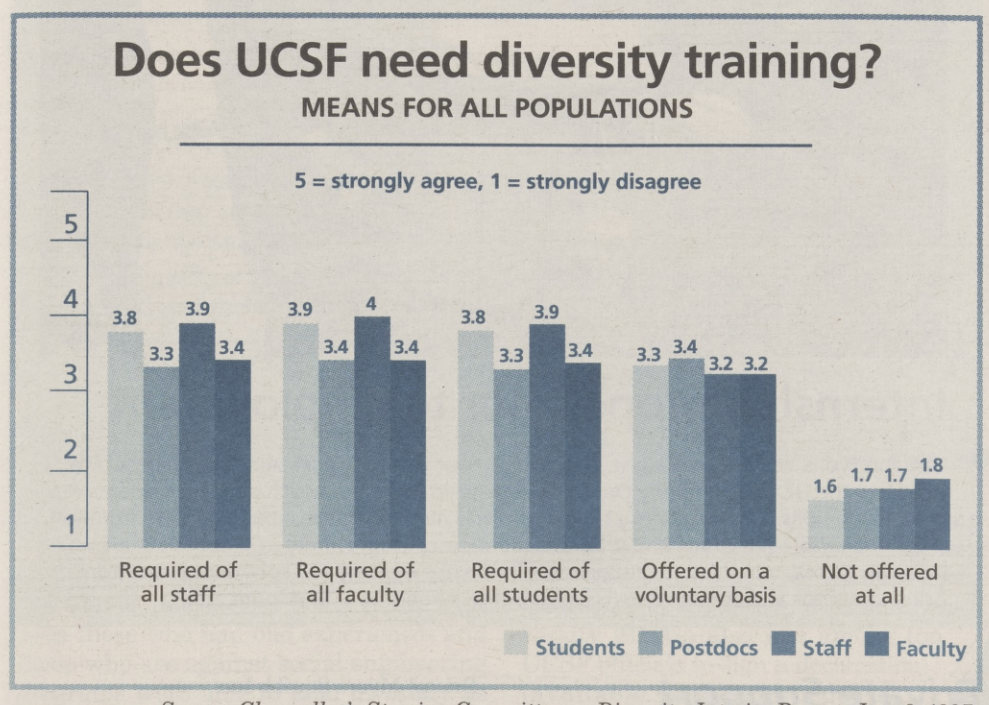
VOL. 12, NO. 1 JANUARY 17, 1997

INSIDE

3 Affirmative Action office responds to new challenges

6 Millberry Plaza to begin serving food in February

8 UCSF Stanford Health Care board to meet soon

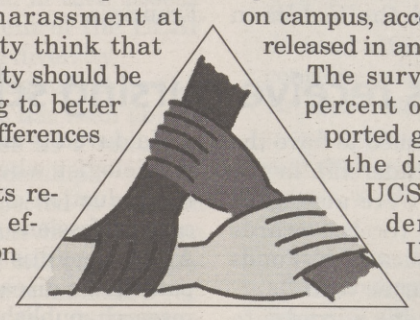


Source: Chancellor's Steering Committee on Diversity, Interim Report, Jan. 6, 1997

Campus values diversity, but needs training, survey says

By LISA CISNEROS

The first campuswide survey about social diversity shows that most respondents rarely, if ever, experience discrimination and harassment at UCSF. But the majority think that students, staff and faculty should be required to get training to better understand cultural differences anyway.



Although respondents remain divided over the effect of affirmative action policies, most agree that "diversity should be valued and actively promoted at UCSF," says Dan Lowenstein, co-chair of the Chancellor's Steering Committee on Diversity, which called for the survey. In fact, most favor enhancing outreach and recruitment programs to attain better representation of women and minorities on campus, according to survey results released in an interim report.

The survey also found that 78 percent of faculty and staff reported good experiences due to the diversity of people at UCSF and that many students chose to attend UCSF because of its rich pluralism.

After reviewing recommendations from the 1989 diversity task force, the committee, appointed by Chancellor Joseph Martin in May 1995, requested an objective assessment of opinions related to campus diversity. Survey data will be used to help focus strategic planning and to measure progress to boost demographic diversity at UCSF. A second survey is likely to follow in about five years.

The campus community is invited to attend a town hall meeting at noon Tuesday, Jan. 28 at Cole Hall to discuss survey results, which are listed in ten key findings on page 3 and are posted on the Web at itsa.ucsf.edu/~diverse/findings.html.

The committee's initial recommendations include broadening the scope of the Affirmative Action/Equal Opportunity Department's diversity education/training opportunities on campus (see story, page 3) and enhancing the teaching of "culturally competent care" in all four professional schools.

The committee also recommends developing and instituting a campuswide system for monitoring, evaluating and reporting departmental progress toward affirmative action goals and improving campuswide discourse on diversity, in part by publicizing efforts in Newsbreak.

Some responses to survey questions varied along racial and ethnic lines. For example, minority groups reported more tension or conflict surrounding racial and ethnic issues in the workplace than did whites. Specifically among staff, African Americans, Asians, Hispanics and other groups said they had been discriminated against or harassed more than whites. "In contrast to most other groups, African Americans from all campus sectors tended to disagree with the statement that

(See **Diversity** on page 3)

Governor's budget looks good for UC faculty, staff, undergrads

Gov. Pete Wilson's 1997-98 proposed state budget provides the UC system with funding to hike faculty and staff salaries and keep general fees for undergraduates at the same level for the fourth consecutive year.

If approved by the Legislature, the governor's proposal would provide the University with an increase of 6.1 percent, or $125.7 million, in state general funds, for a total of $2.19 billion in state funding.

In his budget proposal announced Jan. 9, the governor also provided UC with funding to expand outreach to prospective college students and continue cooperative research with industry as a means of fueling the state's economic growth.

The governor's proposal fulfills for a third year his four-year compact with higher education to bring fiscal stability and predictability to UC and the California State University. It fully funds UC's state funding request, assuring for the near term the University's ability to offer a place at a UC campus to all eligible California residents seeking admission. "The governor, through this proposal, is renewing the promise extended to past generations of Californians of an affordable, accessible and high-quality university education," says President Richard C. Atkinson.

The governor's decision to add $37 million over and above the compact to eliminate the need for a fee increase parallels a priority set last fall by the UC Regents. If additional state funding became available for 1997-98, the board stated, student fees would remain at the current level.

On Jan. 16, as Newsbreak went to press, the UC Regents considered 1997-98 fees for students in selected professional schools. Regents approved a policy in 1994 to phase in fee increases for professional schools over five years to the average charged at comparable institutions in the US. That policy says that fee levels will remain the same for each student for the duration of their enrollment, with increases applicable to new students only.

The governor's budget also calls for:

- Funding to bring UC faculty salaries to within 1.6 percent of the average of salaries at eight comparison institutions. This is a high priority of the Regents, who hope to close the faculty salary gap by 1998-99. The governor's budget also provides funds to increase salaries for eligible staff by 2 percent.
- An additional $1 million to expand student academic outreach efforts, another priority set by the Regents last fall. The University already invests in outreach programs aimed at boosting enrollment of high-achieving disadvantaged students. Of the $1 million, $250,000 will be devoted to UC outreach efforts in the Central Valley, adding to the $250,000 in state funding earmarked for outreach in the area last year.
- Making permanent the $5 million provided in state funding last year for UC's Industry University Cooperative Research Program. Combined with $3 million in University funding, the matching grant program is expected to generate $10 million from private industry. The program joins UC researchers and students with industrial partners to develop technological innovations that drive the state's economy, attract investment and provide jobs.

The governor's budget also provides $150 million for capital improvement projects on UC's nine campuses.

Professor's crusade for justice earns international prize

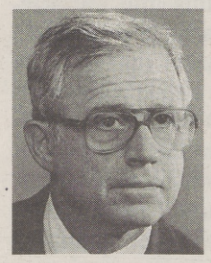
By BRAD FOSS

Michael Franzblau will not rest until a German physician allegedly complicit in murdering disabled children during World War II is tried in criminal court.

At age 70, Franzblau, a clinical professor of dermatology at UCSF with a private practice in Greenbrae, has spent the last four years — and more than $100,000 of his own money — attempting to prosecute 80-year-old Hans Joachim Sewering, a German doctor accused of sending physically and mentally disabled Catholic children to death.

The evidence, Franzblau says, is in Sewering's signature, which appears on a document authorizing the transfer of a 14-year-old epileptic girl from Schonbrunn Sanitarium near Dachau to a Nazi-run "healing center" called Eglfing-Haar, where she reportedly died 15 days later from an overdose of the sedative luminal and starvation.

"I'm bothered by it because 50 years later he's still practicing medicine. I'm ashamed for my profession," says Franzblau, who lost 25 of his Jewish family members during the Holocaust.



Franzblau

For his efforts, Franzblau was recently awarded the Pursuit of Justice Award by the Anti-Defamation League (ADL), an international organization that fights hatred, prejudice and bigotry.

Tens of thousands of physically and mentally disabled children, and others whom the Nazis deemed to be "worthless life" were reportedly murdered at dozens of killing centers similar to Eglfing-Haar, where at least 332 children were given fatal injections or starved to death. Much of the historical record of Eglfing-Haar has disappeared, however Sewering is known to have approved at least eight transfers to the center.

Sewering, who denies any knowledge of what happened to the children he sent to Eglfing-Haar, is highly respected in his German state of Bavaria. He served as a state senator and former President of the German Chamber of Physicians. For its part, the Bavarian government has repeatedly said it will not prosecute Sewering, a former member of the Nazi party, for lack of evidence.

Franzblau learned about Sewering's history while preparing to teach a course about the role of German physicians in the Nazi regime. German doctors who were interviewed for a segment about Sewering on "60 Minutes" said a large portion of their country's medical establishment condoned the eugenics movement of the Third Reich, which included orders from Adolf Hitler to kill people who had incurable diseases as well as the creation of "racial hygiene" departments at medical universities.

Although some German officials expressed sensitivity and interest in his crusade during his recent trips to Bonn and Vienna, Franzblau says, he believes

(See **Franzblau** on page 2)

Four to receive MLK awards

Four individuals who have made significant contributions in promoting cultural and ethnic diversity at UCSF will receive the 1997 Martin Luther King Jr. Award to be given by Chancellor Joseph Martin at a 3:30 p.m. ceremony on Tuesday, Jan. 21, in Cole Hall.

The winners are: Erin O'Shea, an assistant professor of biochemistry and biophysics; Paula Ostrovsky, a postdoctoral fellow in the department of stomatology; third-year medical student Letitia Bradford and Manuel Lara, a fourth-year dental student.

Newsbreak will have details about the winners in the next issue.

Institute on Aging endowment doubles

The Goldman Institute on Aging received a $3 million gift from the Richard and Rhoda Goldman Fund. The gift will be applied to the non-profit institution's endowment, nearly doubling the fund, the board of directors announced recently.

"Funds earned from this gift to our endowment will provide the critical foundation on which to build vital services for the 21st Century," said Irwin Gibbs, chairman of the board of directors. "These programs help our ever expanding population of services of seniors to live independently."

The donation will also support free community health education programs as well as evaluations to measure the effectiveness of IOA's services. To honor the memory of Rhoda Goldman and her family's dedication to the organization, the IOA was renamed the Goldman Institute on Aging last July.

"It is difficult to adequately express our gratitude to the Goldman family on behalf of the IOA," says Lawrence Z. Feigenbaum, IOA's founder. "The generosity of the Goldman family was responsible for the establishment of the IOA. The late Rhoda Goldman was actively involved in and committed to our mission very early on, when the IOA was housed at Mount Zion Medical Center. She was a valuable fundraiser, board member, advisor and friend."

"The Richard and Rhoda Goldman Fund is proud to be part of this exceptional organization," says Richard Goldman. "Rhoda encouraged our involvement initially, and now my family and our Fund are committed to continuing to serve the senior community of San Francisco."

Two students receive nursing scholarships

Two UCSF students, deemed to have the "highest potential for leadership in the profession of nursing" were among 16 students nationwide to receive awards given by the Nurses Educational Funds Inc. for the 1996-97 academic year.

Donna Jean Haiduven, a graduate nursing student at UCSF, received the top award, the Isabel Hampton Robb Memorial Scholarship of $10,000. Mary I. Michaud, a master's student, received a $2,500 scholarship from the Judith G. Whitaker Fund and the Nurses' Scholarship & Fellowship awards.

Michaud is preparing to become a family nurse practitioner. Her goal is to provide primary care to a medical population currently underserved: homebound patients. She continues to provide services to the community as she pursues her graduate education.

Haiduven is an experienced nurse epidemiologist whose primary interest is the reduction of needlesticks in health care professions caring for patients with AIDS, Hepatitis C and other bloodborne pathogenic diseases. She has conducted research, published and presented scientific papers on this critical topic. Haiduven hopes her studies will have a major impact on the safety of the work environment for nursing professionals.

The Nurses' Educational Funds Inc. is an independent, non-profit corporation which grants scholarships to registered nurses for study for master's and doctoral degrees. To receive an application kit for the 1997-98 academic year, send a $5 check to cover postage and handling to Nurses' Educational Funds Inc., 555 West 57th St., New York, NY 10019. The deadline to apply is March 1, but application kits will not be mailed after Feb. 1.

Karen Preuss

Internship propels her to employment

Rashaan Lyons, second from right, was among four young African-American mothers to complete the UCSF Community Outreach Internship Program, which gave participants marketable job skills. Congratulating Lyons, who was hired after her internship, are, from left, Sherry Tennyson, job coach and program coordinator from Florence Crittenton Services; Deborah Farrell, administrative supervisor in the department of neonatology; and Toni Grimes, mentor and administrative supervisor in surgery at UCSF/Mount Zion.

Honors & Awards

Marylin Dodd, professor of physiological nursing: Received the 1996 Distinguished Nurse Researcher Award from the Oncology Nursing Society for her lifetime achievement in oncology nursing research. Dodd has received two decades of funding from the National Institutes of Health for her research on managing the symptoms of cancer and the side effects of treatment.

Christine Miaskowski, associate professor, chair, physiological nursing. Selected to receive the 1997 Oncology Nursing Society's Distinguished Service Award, one of the highest honors it bestows on a member.

Joseph C. Shipp, professor of medicine in residence: Awarded a Gold Medal for Excellence in Clinical Medicine by Columbia University College of Physicians and Surgeons. Shipp is director of the Diabetes and Endocrine Center on the UCSF-Fresno campus. He is also president of the UCSF-Fresno Foundation, a UCSF support group.

Shipp

Zena Werb, professor of anatomy: Awarded the 1996 Excellence in Science Award from the Federation of American Societies for Experimental Biology, a federation of ten scientific societies. Werb was recognized for her research on the interaction between cells and the extracellular environment in which they live. Her work has important implications for understanding the normal development of organs, such as the breast, and how malignant cells may invade normal tissues. Werb gave her award lecture, "Adhesion and Signaling," at the Sixth International Conference on Cell Biology in December. She has organized numerous national and international scientific symposia, and during the past two years has been invited to present her research findings at more than a dozen universities and other research institutions around the world.

Werb

Contracts & Grants

Michael Brainard, department of physiology, **Lori Sussel,** department of psychiatry, **Kai Lin** and **Edmund R. Powers,** both of department of biochemistry: Honored Nov. 11 at the Zeneca Life Science symposium as winners of the Burroughs Wellcome Fund Life Science Research Fellowship program which recognizes the achievements of early-career scientists. Brainard presented neural and behavioral analysis of vocal learning. Sussel presented her research on the role of Nkx transcription factors in forebrain development. Lin presented research in phosphorylation control in yeast glycogen phosphorylase and Powers presented his research in signal recognition particle interactions with ribosomes.

Juan Carlos Juame, assistant adjunct professor of medicine: Awarded five-year $667,600 Physician-Scientist Award from the NIH's National Eye Institute. The purpose of the study, entitled "The Ophthalmopathy of Grave's Disease," is to understand further the pathogenesis of this condition. Aside from other hypotheses, Jaume plans to study the human thyrotropin or splice variant receptor as the cross-reactive epitope(s) between the thyroid gland and the orbit in Grave's ophthalmopathy.

David J. Julius, cellular/molecular pharmacology: Received $50,000 as a 1997 McKnight Investigator Award to stimulate research in neuroscience to improve understanding of diseases that affect memory.

Cheryl Love-Schimenti, postdoctoral fellow at UCSF/VAMC Endocrine Unit: Awarded three-year $146,322 fellowship to study "Estrogen-Modulated Response of Breast Cancer to Vitamin D and Its Analogs: Role of IGF" from the Department of Defense, US Army.

Lewis B. Sheiner and **Stuart Beal,** departments of laboratory medicine, medicine and biopharmaceutical sciences: Awarded a MERIT (Method to Extend Research in Time) award by the NIH's Council of the National Institutes of General Medical Sciences. Given to investigators "who have an impressive record of scientific achievement," this award extends support for their project "Pharmacokinetic/Pharmacodynamic Data Analysis." Recommended funding for 1996-97 is $224,000 and is adjusted up for inflation thereafter.

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received December 1-31, 1996.

$1 million or more
Joseph H. Friend

$500,000 - $999,999
Church & Dwight Company Inc.
The EJLB Foundation
Mr. and Mrs. Claude N. Rosenberg, Jr.

$100,000 - $499,999
Mr. and Mrs. Roy L. Bouque
Bristol-Myers Squibb Inc.
Eva Benson Buck Charitable Trust
Estate of Norma Dettmer
Dr. and Mrs. Ephraim P. Engleman
Annie L. Henry
The Joseph M. Long Foundation
Macy's West Inc.
National Health Foundation
The David and Lucile Packard Foundation
Alfred P. Sloan Foundation
The Whitaker Foundation

$25,000 - $99,999
Anonymous (2)
Arrow International
Dr. and Mrs. John D. Baxter
The Berberian and Gazarian Family Foundation
Ethel Wilson Bowles and Robert Bowles Memorial Fund
Mr. and Mrs. Bart Broadman
Burroughs Wellcome Fund
Chiron Corporation
Yeong-Jen Chiu
Mr. and Mrs. Edward Conner
Joseph Drown Foundation
Arnold Gazarian, '55
Glaxo Wellcome Inc.
Miriam and Peter Haas Foundation
Estate of Pearlie B. Lee
Medco Research Inc.
Mr. and Mrs. Walter S. Newman
SmithKline Diagnostics Inc.

In Memoriam

Betty J. Chensvold, a secretary in various departments at UCSF for more than 25 years, died Nov. 5, 1996 after a lengthy illness. She was 79.

A resident of San Francisco, Chensvold first joined UCSF in 1951 in the Animal Research Unit. She served as an administrative assistant for the departments of neurology and biochemistry, the business manager's office, and for the former vice chancellor for academic affairs, Leslie Bennett, until her retirement in 1976.

Chensvold's husband preceded her in death. She is survived by two sons and two grandchildren.

Franzblau (from page 1)

the Bavarian government is making a concerted effort to protect Sewering and deflect the truth.

Despite this setback, Franzblau says his strategy is clear. By relentlessly hounding German officials and publicizing these crimes, he wants Sewering to become "a political stain on the honor of Germany." For instance, Franzblau spent $62,500 in July 1995 to purchase a full-page advertisement in The New York Times, which was signed by more than 1,000 doctors, and asked "Why is the German State of Bavaria harboring an accused war criminal?"

Although he has failed to convince the Bavarian government to try Sewering on murder charges, Franzblau's persistence has had some effect. When Sewering was named president-elect of the World Medical Association (WMA) — a group created to promote medical ethics in response to the atrocities committed by Nazi physicians — the American Medical Association demanded his resignation. Shortly thereafter, Sewering resigned from the WMA.

"I'm not satisfied with that. I want this guy sent to prison," Franzblau says.

UCSF Newsbreak

(ISSN0891-6063) Volume 12, Number 1, Jan. 17 – 30, 1997. Published by the University of California, 3333 California St., Suite 103, San Francisco, CA, 94143-0462, 21 issues per year — bi-weekly, except monthly during July, August and December. Second-class postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF Newsbreak, Public Affairs, UCSF, Laurel Heights, 3333 California St., Suite 103, San Francisco, CA 94143-0462.

Deadline for the next issue, to cover Feb. 1 –Feb. 14, 1997, will be on **Tuesday, Jan. 21.** Please send news to Lisa Cisneros, 476-3256 or (cisnero@itsa.ucsf.edu), and calendar items to Brad Foss, 476-3163 or (bfoss@itsa.ucsf.edu), both at Box 0462. Fax last-minute copy to 476-3541.

The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. To view this communication in an alternate format, please contact Cisneros at 476-3256 with your suggestions.

Editor: Lisa Cisneros

Contributors: Brad Foss, Michele Firpo and the UCSF News Services staff

Copy Editor: Daniel Rowe

Production Assistant: Jane Bennighof

Judith Woodard, assistant vice chancellor, Public Affairs

Carol Fox, Jeff Miller, directors, Public Affairs

PRINTED WITH SOYBEAN INKS

This publication is printed on recycled paper using soybean-based inks.

Key diversity survey findings

- All campus sectors believe diversity should be a valued component of life at UCSF.
- Faculty believe course content should prepare students for culturally sensitive care in the clinical setting.
- Most people believe affirmative action (AA) broadens opportunities for qualified people. However, opinions differ about the likelihood that AA creates the possibility of admitting or hiring less qualified people.
- The overall experience by campus members of discrimination and harassment is relatively low, but important differences exist between various racial or ethnic groups.
- Almost all members of the campus community feel that their attitudes towards others are very accepting regardless of gender, race, sexual orientation and other characteristics.
- Students and faculty are not enthusiastic about the adequacy of mentoring at UCSF, regardless of their racial/ethnic background.
- The main barriers perceived by different groups were lack of financial awards for students and faculty, lack of health insurance for postdocs, and lack of sufficient promotions for staff.
- Most of the campus populations are only lukewarm in their assessment of the commitment of the UCSF leadership to promote diversity.
- Most of the campus favors proactive programs to attain better representation of women and minorities.
- The majority of the campus believes diversity training should be required of all staff, faculty and students.

Source: Chancellor's Steering Committee on Diversity, Interim Report, Jan. 6, 1997

Diversity (from page 1)

UCSF is non-racist," the report says.

"There continues to be a certain amount of discrimination and harassment on campus," says Lowenstein. "But even those who had bad experiences and those who are against social engineering programs were able to hold diversity as a value."

Fostering cultural understanding is important not only to achieve harmony on campus, but also to best serve the health needs of citizens of California by providing equitable health care services and education programs that are accessible and sensitive to all people, Lowenstein says. "Given the demographics of this state, which is uniquely diverse, it is imperative that UCSF pursue its mission in a way that is responsible to all Californians regardless of race, culture, ethnicity or other characteristics of social diversity."

Chancellor Martin has long voiced these sentiments despite the UC Regents' July 1995 decision to dismantle affirmative action programs and the passage of Proposition 209, which did the same for state-run affirmative action programs last November. (See Prop 209 story.)

In the summer of 1995, Martin appointed the 22-member diversity committee to advise him and his Cabinet about strategies to support and promote diversity. Martin also was among top UCSF officials to sign a declaration (available at itsa.ucsf.edu/~diverse/excellence.html) that contends that "UCSF's great progress has been made in part because of our diversity, not in spite of it."

"Critics will challenge that statement, insisting that no one can know what UCSF might have been had it not applied the principles and policies of affirmative action to admit and hire more minorities and women," that declaration continues. "Such critics presume that these minorities and women have been 'less qualified' than white males. But the fact is that virtually all of our students or employees, regardless of their race or gender, have earned their place on merit."

The survey process also identified several problems and concerns of campus leaders who were interviewed by committee members. For instance, faculty and staff are concerned about being able to attract qualified minority students to UCSF and provide financial aid to them in light of attacks on affirmative action. More funds are needed, they added, for student academic programs for outreach and recruitment as well as for diversity training for the entire campus community. Leaders also said that the University's affirmative action plan needs to be updated and more user-friendly. Some also said that downsizing and management streamlining have negatively affected opportunities for minorities at UCSF.

Next steps

As expected, the survey has generated volumes of data that raise new questions that require additional analysis to answer. For example, Martin and other campus officials are concerned that the survey shows that most campus populations are only lukewarm in their assessment of the commitment of the UCSF leadership to promoting diversity.

Lowenstein is also disturbed by this finding. "The committee has been able to make a lot of progress as a result of Chancellor Martin's leadership."

Indeed, Martin is expected to reaffirm his conviction to promote diversity when he discusses how UCSF will go about implementing some of the committee's recommendations at the Jan. 28 meeting.

Martin and the Cabinet already unanimously voted to support several short-term projects to be financed with $120,000 in extramural funding from the Hewlett Foundation and the UC Regents' Diversity Initiative. These projects, targeted for the coming year, include:

- Training a group of diversity educators who will assist the Department of Affirmative Action/Equal Opportunity in broadening diversity training.
- Developing case studies and educational modules to teach "culturally competent care" to all students.
- Organizing student focus groups to identify the key issues faced by students regarding support and retention.
- Expanding and maintaining the diversity committee Web site.
- Archiving documents related to the history of diversity on the UCSF campus.
- Producing a video documentary that conveys the role of diversity in the health care mission of UCSF.
- Planning for the creation of a diversity "monument" on campus.

The committee plans to delve into the survey details over the coming months as it considers taking other steps, says Stella Hsu, co-chair of the committee. "We hope to be able to do something that will have a true permanent impact on improving diversity at UCSF," she says.

At the end of its two-year term, the committee is expected to prepare a final report that will document progress and provide final recommendations by fall.

Methodology

Surveys were developed jointly by the UCSF Health Survey Research Unit (HSRU) under the directorship of Carroll Estes, professor of sociology and director of the Institute for Health & Aging at UCSF, and the committee. Administered between April and August 1996, separate surveys were distributed and 1,192 students or 46 percent, 603 postdocs/residents or 28 percent; 1,599 staff or 25 percent and 671 faculty or 20 percent responded.

"A lot of care was taken to do a stratified random sample so that we would have results that are meaningful," says Karen Linkins, a HSRU sociologist who compiled survey results.

A detailed report of the methodology and results is available upon request.

Prop 209 on hold

Judge Thelton Henderson of the US District Court for the Northern District of California on Dec. 23 issued a preliminary injunction against Proposition 209, the voter-approved ban on affirmative action.

This order means that the University is required to stop implementation or enforcement of the measure until after the trial of the action, unless reversed on appeal.

In his 67-page ruling, Henderson said he found a "strong probability" that the measure would be proved unconstitutional. The ACLU has argued that the initiative violates the "equal protection" clause of the 14th Amendment because it ends programs benefitting women and minorities while preserving those for the disabled and elderly.

According to UC President Richard Atkinson, this injunction does not affect UC's obligation to continue to apply and enforce the Regents' resolutions on employment, contracting, and graduate and professional admissions programs, which already have been changed.

However, the injunction does affect undergraduate admissions, financial aid, and other campus-based programs that use race, ethnicity or gender as factors to determine eligibility.

The trial or appeal of the preliminary injunction is likely to be concluded at a time well beyond the completion this March of the admissions cycle for Fall 1997, according to UC General Counsel. It is possible, however, that the appeals court could issue an emergency stay of the preliminary injunction; if this occurs, it will likely be within the next few weeks.

Affirmative Action office keeps busy

In the aftermath of the UC Regents' decision to curb affirmative action and voter approval of Prop 209, Michael Adams, director of the UCSF Department of Affirmative Action/Equal Opportunity, was innundated with questions from faculty and staff asking for clarification. Some wondered about the future of the department.

"When you think about it Prop 209 might be a double-edged sword," Adams says. "Prop 209 supports non-discrimination and non-preferences and affirmative action has tried to break down institutionalized preferences, which traditionally disfavor women and minorities. That's what we've been working for all along."

But despite the demise of race and gender considerations in hiring, contracting and admissions, the department continues to coordinate, monitor and evaluate UCSF's affirmative action plan. The campus must still comply with federal laws and regulations that include making good faith efforts to eliminate underrepresentation of women and minorities in the workplace.

If anything, the work of the nine full-time employees at the 145 Irving St. office is more critical than ever as UCSF seeks to reap the benefits from its diverse workforce as it implements plans spawned from the Chancellor's Steering Committee on Diversity, Adams points out.

Taking proactive and reactive roles to improve human relations on campus, the department consults on compliance issues and conducts diversity training tailored to fit departments when such training is requested or warranted to resolve discord. The department is currently collaborating with the Medical Center on a diversity training program.

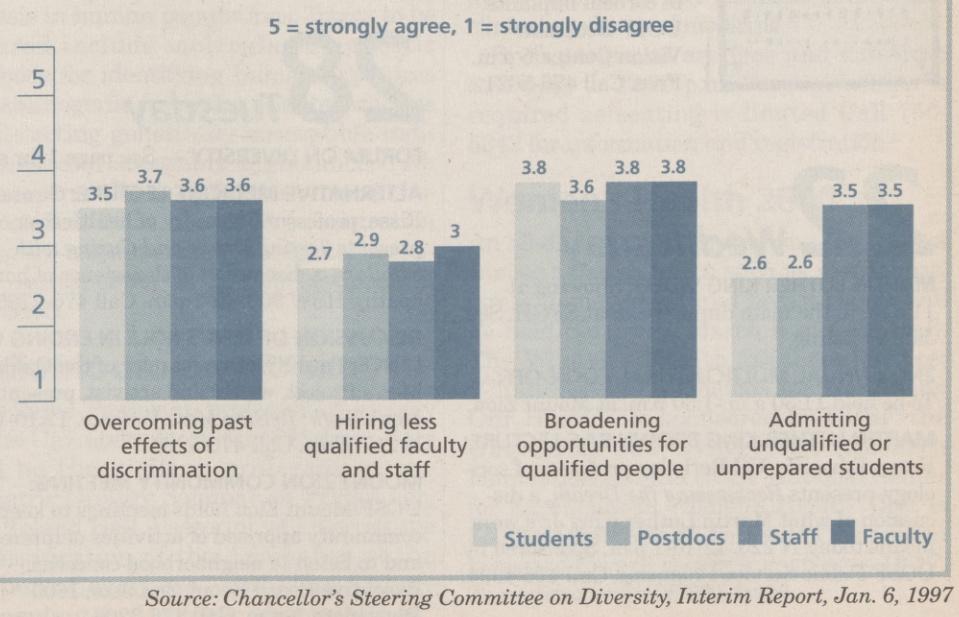
The department also responds to all complaints alleging discrimination, investigating about 50 cases at any given time. "We're concerned about the perceptions people have," Adams says. "Whether these perceptions are valid or not, it's a measure of how comfortable certain groups feel on campus."

Between 1993 and 1996, 132 discrimination complaints — 43 percent for race and 20.5 percent for gender — were filed at UCSF. The goal of handling such claims is to resolve cases internally with mediation, he says.

But resolving problems internally is not always possible since the campus is regularly subjected to suprise federal audits. During the last review of UCSF in 1993, compliance officers of the US Department of Labor found several violations. As a result, UCSF agreed to make a variety of remedies, including monitoring compensation of minorities and women on a routine basis to ensure that they are paid comparably to similarly employed white men. The University also agreed to review its academic recruitment and selection process to ensure a diverse pool of qualified candidates for each academic opportunity.

Opinions on effects of affirmative action

MEANS FOR ALL POPULATIONS



Source: Chancellor's Steering Committee on Diversity, Interim Report, Jan. 6, 1997

Jan. 18–31, 1997

18 Saturday

ADVANCED CAR CARE: Peg Lum, an auto repairwoman, teaches basic tune-up skills. *Basic Car Care* is a prerequisite for this workshop. 1000 Grand Ave., Oakland. 9 a.m.-4 p.m. Fee is $45-60 sliding scale. Sponsored by Women's Resource Center. Call 476-5222 to register.

20 Monday

UCSF HOLIDAY
DR. MARTIN LUTHER KING JR. COMMEMORATION WEEK

21 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

BROWN BAG LECTURE: Pamela Satterwhite, director of Mount Zion Violence Prevention Program, presents *Effective Strategies to End Violence.* Herbst Hall, 1600 Divisadero St. 12-1 p.m. Sponsored by UCSF Public Service Programs. Call 476-4394.

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences. N 423. 12-1 p.m. Free. Call 563-4459 to register.

ALTERNATIVE MEDICINE LECTURE: Gunter Risse, professor of history of health sciences, presents *Herbal Medicines Forever*, a discussion of botanical remedies from folk wisdom to pharmaceutical evaluation. HSW 300. 12-1 p.m. Call 476-2766.

MARTIN LUTHER KING VIDEO: *One Man's Vision and our Struggle for Humanity,* a video collage highlighting excerpts from Dr. Martin Luther King's famous "I Have a Dream" speech and footage of various cultures' struggles against racism, will be shown at noon and at 6 p.m. in the Mount Zion cafeteria.

MARTIN LUTHER KING AWARDS CEREMONY: Four campus members will be honored for promoting mutual respect, understanding and appreciation for the cultural and ethnic diversity on campus. Cole Hall. 3:30 p.m. Call 476-5222.

BETTER VISION NOW: David Hwang, associate professor, ophthalmology, and Michelle Knox, fellow in ophthalmology, will talk about new surgery options for the correction of nearsightedness and astigmatism — from laser surgery to corneal implants. UCSF Beckman Vision Center. 6 p.m. Free. Call 476-5021.

22 Wednesday

MARTIN LUTHER KING VIDEO: Showing at 11 a.m. in the main dining room at SFGH. See Jan. 21 listing.

2ND ANNUAL MULTICULTURAL COOK-OFF: To be held 11:30 a.m.-1:30 p.m. at Mount Zion.

MARTIN LUTHER KING BROWN BAG LECTURE: Harry Edwards, UC Berkeley professor of sociology, presents *Reassessing the Dream*, a discussion of what Martin Luther King Jr.'s work means today. N 225. 12:10-1 p.m. Sponsored by UCSF Public Service Programs. Call 476-4394.

DEAN'S PRIZE IN STUDENT RESEARCH: Medical School Dean Haile Debas will present Kathryn Chu, a third-year medical student, and Michael Zimmerman, a fourth-year medical student, with the Dean's Prize in Student Research at 1 p.m. in the Millberry Union Conference Center. Call 476-2347.

23 Thursday

TAY-SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. 9 a.m. For appointments, call 476-4080.

TUBERCULOSIS COURSE: The first of this three-part course entitled *TB 2000: Fundamentals of Clinical Tuberculosis and Tuberculosis Control,* 10 a.m.-noon, deals with screening, diagnosis and treatment. Call Harriet Lem at 502-7906 to pre-register.

A GLOBAL VILLAGE CELEBRATION: Music by the Kahlil Shaheed Band, dance and international food at Millberry Conference Center, 5-8 p.m. Free. Call 476-5222.

COLE HALL CINEMA: Millberry Arts & Performances presents *First Wives Club*. Children under 14 pay $2; UCSF students and MU members, $2.50; UCSF staff, seniors and other students, $3; general public, $3.50. Cole Hall. 5:45 p.m. and 8 p.m. (Film subject to change). Call 476-2542 or visit www.ArtsPerf.ucsf.edu.

24 Friday

MARTIN LUTHER KING VIDEO: *One Man's Vision and Our Struggle for Humanity* will be shown at 10:30 a.m. in the main lobby of MCB.

UCSF GOSPEL CHOIR: The choir will perform as part of the Martin Luther King Jr. Week activities. MCB Lobby and Hartsook Room. 11:30 a.m.-1:30 p.m. Call 476-5222.

UNDERSTANDING DREAMS: Llewellyn Vaughan-Lee presents *The Journey Home: Dreamwork and the Inner Journey,* which looks at the spiritual path as a way to the core of our being. N 217. 12-1 p.m. Free. Call 663-8773.

COLE HALL CINEMA: Millberry Arts & Performances presents *First Wives Club*. Showings at 6:30 p.m. and 8:45 p.m. See Jan. 23 for ticket information.

25 Saturday

COLE HALL CINEMA: Millberry Arts & Performances presents *First Wives Club.* Showings at 6:30 p.m. and 8:45 p.m. See Jan. 23 for ticket information.

27 Monday

SCIENCE IN THE PRESS: Stanton Glantz, professor of medicine, and Claire Brindis, associate adjunct professor of pediatrics, will present *Real Life Stories of Researchers in the Press.* This first program in a series that focuses on how scientists can get media attention for their research begins at noon in the seminar room of the Institute for Health Policy Studies, 1388 Sutter St. Call 476-4921.

UCSF POLICE PUBLIC HEARING: As part of a process to receive accreditation from an international law enforcement agency, the UCSF police department will hold a public hearing at 6 p.m. in the Millberry Union Conference Center. Call 800-368-3757.

28 Tuesday

FORUM ON DIVERSITY — See page 1 for story.

ALTERNATIVE MEDICINE LECTURE: Gunter Risse, professor of history of health sciences, presents *Testing Drugs and Curing with Similars,* a discussion of the science of homeopathy. HSW 300. 12-1 p.m. Call 476-2766.

DISCUSSION OF MEN'S ROLE IN ENDING VIOLENCE: Paul Kivel, co-founder of the Oakland Men's Project, writer and activist, presents *Men's Work: To Stop Male Violence.* 12:10-1 p.m. N 217. Free. Call 476-5222.

MOUNT ZION COMMUNITY MEETING: UCSF/Mount Zion holds meetings to keep the community apprised of activities of interest and to listen to neighborhood concerns. Executive Board Room, 2nd floor, 1600 Divisadero. 7 p.m. Call 476-3206.

Learn to manage employee performance

One of supervisors' least favorite tasks, surveys say, is having performance management discussions with their employees. Yet, such discussions, when done well, can increase productivity, job satisfaction, professional growth and development for both the employee and supervisor, says Joseph dos Ramos of UCSF Employee Development & Training Division.

Recently two groups of managers, supervisors and team leaders learned to manage performance expectations with their employees through UCSF's new performance management course, Interaction Management Tactics. A product of Development Dimensions International, the course is a skills-based program designed to enable those with employee oversight responsibilities to communicate effectively with employees about performance issues.

So far, evaluations of the course are high, dos Ramos says.

Through a series of six one-day skills-based modules, participants learn to set performance expectations and review progress; coach for improved performance; delegate for productivity and growth and prepare others to succeed.

Applications are now being accepted for three Interaction Management Tactics courses scheduled for this spring. Supervisors may choose from the following courses:

- Tuesdays, Feb. 11, 25; March 11, 25; and April 8, 22 (Course #9697-79)
- Wednesdays, Feb. 19, 26; March 5, 12; and 26, April 2 (Course #9697-80)
- Thursdays, March 13, 27; April 10, 24; May 8, 22 (Course #9697-81)

All modules will be held at Laurel Heights from 8:30 a.m. to 4:30 p.m. The course fee is $300. Since later modules build upon earlier ones, participants are expected to attend all six modules.

To enroll, use the application on the back of any Development & Training Division flier. For enrollment information, call Aileen Tam or Derek Berger at 476-4032. For course content information, call dos Ramos at 476-4278.

CONTINUING EDUCATION

MEDICINE

For more information, call 476-4251.

Bay Area Seminars in Cytopathology. Through Thursday, May 8. San Francisco.

Recent Advances in Neurology. Wednesday, Feb. 12 through Friday, Feb. 14. San Francisco.

DENTISTRY

For more information, call 476-1101.

Fourth International Symposium in Oral and Maxillofacial Surgery: Current Surgical Techniques: A Master Class by Acknowledged Experts (co-sponsored with UCLA School of Dentistry). Kauai, Hawaii. Monday, Jan. 27 through Friday, Jan. 31.

Local Anesthesia in Review for the Dental Hygienist. Saturday, Feb. 1. UCSF campus.

Endodontic Diagnosis and Emergency Management. Friday, Feb. 7. UCSF campus.

Third Annual Island Dental Colloquium (co-sponsored with University of Pennsylvania School of Dentistry). Monday, Feb. 17 through Friday, Feb. 21. Kauai, Hawaii.

INFORMATICS CLASS

The UCSF Library offers the following Informatics Training Seminars. Classes are held in S 165A, Medical Sciences Building (MSB), the ILC Classroom at 222 Library (LIB) and the San Francisco General Hospital Library (SFGH). Call 476-2337 for a complete schedule.

The World Wide Web. Tuesday, Jan. 21, 2-4 p.m. (SFGH)

Introduction to the Internet. Thursday, Jan. 23, 10 a.m.-noon. (SFGH)

Using EndNote for Windows. Thursday, Jan. 23, 3-5 p.m. (LIB)

Introduction to the Internet. Monday, Jan. 27, 2-4 p.m. (SFGH)

Writing with HTML for the World Wide Web. Wednesday, Jan. 29, 2-5 p.m. (SFGH)

Genomic and Molecular Biology Databases. Thursday, Jan. 30, 3-5 p.m. (MSB)

29 Wednesday

BLOOD DRIVE: Give blood during January, Donor Awareness Month. Millberry Union Conference Center. 9 a.m.-5 p.m. Call 476-6989.

BROWN BAG LECTURE: Margaret Chesney, co-director of the Center for AIDS Prevention Studies and a professor of medicine at UCSF, presents *Stress and Burnout,* a discussion of practical solutions that go beyond management to help fight stress and prevent burnout. N 225. 12:10-1 p.m. Sponsored by UCSF Public Service Programs. Call 476-4394.

REFRESHER CHILDBIRTH PREPARATION COURSE: Class reviews labor process, breathing, relaxation techniques and medication options for women who have given birth before. Sponsored by the UCSF Birth Center. 6:30-9:30 p.m. $55. For location, call 476-6667.

30 Thursday

FIFTH ANNUAL WOMEN AND HIV CONFERENCE: The conference is intended for health care providers, social workers, health educators and outreach workers involved in the care of women living with HIV. Topics include *Ethical, Legal and Policy Issues* and *HIV Throughout the Life Cycle.* 9 a.m.-4 p.m. On-site registration at the Ramada Hotel Civic Center, 1231 Market St. begins at 8 a.m. Call 554-9630.

TUBERCULOSIS COURSE: The second of this three-part course entitled *TB 2000: Fundamentals of Clinical Tuberculosis and Tuberculosis Control,* 10 a.m.-noon, deals with prevention, institutional controls and personal respiratory protection against the disease. Call Harriet Lem at 502-7906 to pre-register.

FORUM FOR SOCIAL JUSTICE: People for People is a new group of students, staff and faculty forming to unify all campus community members, adopt a vision statement and create an action plan. S 159. 12-1:30 p.m. Call 476-9853 or 476-5837.

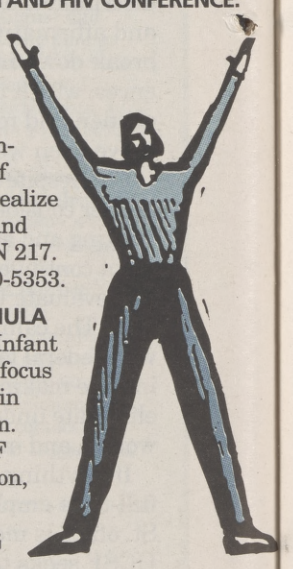
COLE HALL CINEMA: Millberry Arts & Performances presents *Romeo and Juliet.* Showings at 5:45 p.m. and 8:15 p.m. See Jan. 23 listing for ticket information.

31 Friday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

HOSPITAL NEW EMPLOYEE ORIENTATION: Langley Porter Auditorium. 8:30 a.m.-1 p.m. Department personnel representatives call John Frank at 476-3001.

FIFTH ANNUAL WOMEN AND HIV CONFERENCE: See Jan. 30 listing.



YOGA AND MOVEMENT DEMONSTRATION: Magana Baptiste will introduce a new system of holistic movements to realize greater energy, youth, and freedom from tension. N 217. 12-1 p.m. Free. Call 330-5353.

BREASTFEEDING/FORMULA FEEDING YOUR BABY: Infant feeding options are the focus of this class for women in early pregnancy. 3-4 p.m. Sponsored by the UCSF Birth Center. For location, call 476-6667.

TAY SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. For appointments, call 476-4080.

COLE HALL CINEMA: Millberry Arts & Performances presents *Romeo and Juliet* Showings at 6:30 p.m. and 9:00 p.m. See Jan. 23 listing for ticket information.

What's Happening

Opportunities for grants of all kinds

International conflict

To stimulate independent research and course development on the causes of international conflict, the University of California Insitute on Global Conflict and Cooperation (IGCC) sponsors faculty and graduate students through an annual grant and fellowship competition. Projects must be linked to international outcomes or have international consequences. Proposals for the 1997-98 competition will be accepted in several categories. The application deadline is Monday, Feb. 3.

For more information, contact IGCC, Campus Programs, 9500 Gilman Drive, Dept. 0518, UCSD, La Jolla, CA 92093-0518, 619/534-7224.

Multimedia projects

UCSF's Instructional Technology Development (ITD) Grant Program awards grants to support the development of multimedia and other computer-based tools to assist in the learning, teaching and evaluation processes at UCSF. Faculty, and other UCSF individuals with faculty sponsorship, may apply for the grants. Grants are offered for up to $5,000 for one year of support. Applications are due Friday, Feb. 28. Awards will be made Friday, March 21.

The ITD Grant Program was established at UCSF last year to encourage the development of applied technologies in education that will enhance the University's curricula in all programs and schools. This is the second year of the grants, made possible by funding from the Howard Hughes Medical Institute and Instructional Use of Computing allocations. Grant guidelines and application forms are available via GALEN II at http://www.library.ucsf.edu/ic/mdl/resource/grant/.

For more information, contact, Gail Persily, manager of the Multimedia Development Lab, at 476-3766 or (persily@library.ucsf.edu).

Biotechnology research

Funds are available to award grants for two types of biotechnology research as part of UC President Richard Atkinson's Initiative for Industry-University Cooperative Research.

Researchers are invited to submit proposals to study the impact of University research and education in science and engineering on the California economy. The deadline to apply is Friday, Feb. 28.

Researchers also can apply for the Biotechnology STAR Project, which offers matching funds that effectively link UC scientists and California businesses in biotechnology research. The deadline to apply for these grants is Monday, March 17.

One objective of supported research is to sharpen assessment of the contributions of UC, a publicly funded institution, to the economic and social welfare of the people of California, both through direct analysis and through comparison with other sources of science and engineering innovation in California, including other universities, research institutions and industry. Supported research and institutional data collection projects will clearly link the University or other institutional source to measure economic impacts.

This program has one-time base funding of $250,000 to support projects beginning in April. It is anticipated that awards will average $25,000 to $30,000 per year for one or two-year periods. Larger awards are possible if well justified and are encouraged when they will significantly enhance our understanding and develop needed new data.

All proposals will be peer reviewed by a panel of expert scholars. Applicants are encouraged to recommend appropriate reviewers. Applicants should submit an original and 15 copies of the proposal through the appropriate Contracts & Grants Office to reach the program office by the deadline date.

Submit proposals to the President's Initiative for Industry-University Cooperative Research, 345 Giannini Hall, UC Berkeley, Berkeley, CA 94720-3100. For more information, call Susanne Huttner, director, at (510) 643-0725 or email (huttner@garnet.berkeley.edu).

Wellness Lecture Series

This is the third year the Wellness Lectures Series is being financially supported by the California Wellness Foundation. Applicants are invited to submit proposals on any topic within the following priority subject areas which include: promoting health where people work; mobilizing California against violence; breaking the cycle of teen pregnancy; and population-based pursuit of better health.

Applicants are requested to enter abstracts of papers which have neither been published nor submitted for publication.

Applications must be received no later than 5 p.m. Friday, April 4.

Faxes will not be accepted. Submit application to: Coordinator, TCWF/UC Wellness Lecture Series, UC Office of Health Affairs, 300 Lakeside Dr., 18th floor, Oakland, CA 94612-3550.

Awardees will be notified in early June and final awardee papers and final graphics are due Wednesday, Sept. 3.

For more information, call 510/987-9711 or 510/987-9320.

Newsbreak deadline

Tuesday, Jan. 21 is the deadline for items to be listed in the next calendar, which covers Feb. 1-14, 1997 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for the calendar to Brad Foss at (bfoss@itsa.ucsf. edu), mail it to Box 0462, send a fax to 476-3541, or bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit information for Newsbreak/Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax it to her at 476-3541.

Breast cancer screenings

Women can have low-cost mammograms – X-rays to screen for breast cancer – from a mobile van that travels to convenient locations in the Bay Area.Women need the approval of their physician, in addition to their doctor's full name, address (including room number & zip code) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $75. Call 476-2193 between 9 a.m. and 3 p.m. to make an appointment. Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Wednesday, Feb. 5: UCSF/Lakeshore Plaza at 1501-1599 Sloat Blvd.
- Thursday, Feb. 6: UCSF/Daly City at 333 Gellert Blvd.
- Friday, Feb. 7: UCSF/Parnassus at Medical Center Way.

UPCOMING EVENTS

Pediatrics conference

The Fourth Annual Update in Behavioral/Developmental Pediatrics, sponsored by the UCSF Office of Continuing Medical Education, will be held Saturday, Feb. 1. Pre-registration is advised, but there will be registration on the day of the event as space permits. The program will address recent clinical approaches for particularly challenging childhood disorders and common dilemmas of assessment and management. Program chairs are Lawrence Diller, assistant clinical professor of pediatrics; Glen Elliott, associate professor of psychiatry and the director of the division of child and adolescent psychiatry; and J. Lane Tanner, associate clinical professor of pediatrics, and interim director of the division of behavioral and developmental pediatrics. Cost of the seminar ranges from $50 to $125. For more program or registration information, call 476-4251.

Black Heritage Month

Many events are planned in February to honor Black Heritage Month, including discussions of racism in the workplace, a film about African-American women, a discussion of the influence of African culture on the United States, and the UCSF Black Caucus gala, dinner and dance. "Surviving and Healing Racism in the Workplace," a discussion of racial, cultural and gender differences in the workplace, will be presented at 12:10 p.m. on Thursday, Feb. 6 by clinical psychologist Sandra Smith in N 217. On Wednesday, Feb. 12, Mayor Willie Brown will discuss his upbringing in Mineola, Texas, his role as House Speaker and his mayorship in San Francisco at 12:10 p.m. in N 225. A bone marrow drive, co-sponsored by the Judie Davis Marrow Donor Recruitment Program, will be held at 10 a.m. on Wednesday, Feb. 12 at the Millberry Union Conference Center. Events will be listed in the Newsbreak calendar. For more information, call 476-4410 or 661-4027.

Epidemiology programs

The UCSF Department of Epidemiology and Biostatistics presents two three-day conferences in February. The Fourth Annual Epidemiology and Prevention of Infectious Diseases program, "Emerging Pathogens in the United States and Worldwide," will be held Thursday, Feb. 6 through Saturday, Feb. 8 at the Fairmont Hotel. This program gives an overview of the scope and methods employed in infectious disease epidemiology and research, the unique aspects of hospital epidemiology and infection control, the problem of antimicrobial drug resistance, and the epidemiology and prevention of significant infectious diseases. Pre-registration is recommended. On-site registration begins at 7:30 a.m.

A second seminar, "Molecular Advances in Cancer Epidemiology and Prevention," will be held at the Sheraton Palace Hotel, Thursday, Feb. 20 through Saturday, Feb. 22. This seminar will address developments in biomolecular research that have defined the basic mechanisms of carcinogenesis in human populations. Topics to be covered include molecular diagnostic methods for identifying human exposures to carcinogenic hazards, new techniques for detecting genetically susceptible individuals, and screening high-cancer-risk populations. Check-in for the program begins on Feb. 20 at 12 p.m. Pre-registration is highly recommended. To register for either series, or for more information, call 476-5808.

Pediatric urology forum

Giacommo Passerini, professor of urology at the University Hospital of Padova, Italy will be the visiting professor at the Pediatric Urology Seminar on Friday, Feb. 7 in Toland Hall. Passerini will discuss the "Classification of the Anomalies of the Corpora Cavernosa" and "The Kidney Transplant in Urologic Abnormalities." Other topics to be covered by UCSF physicians include pediatric renal transplantation, nuclear medicine and radiology. The seminar runs from 8:30 a.m. to 4:30 p.m. There is a $75 fee for attendees who are not part of the urology department. For information and registration, call 476-5808.

Advances in neurology

The 30th Annual Recent Advances in Neurology program, sponsored by the Department of Neurology and the Office of Continuing Medical Education, will be held at the Embarcadero Hyatt Regency Hotel, Wednesday, Feb. 12 through Friday, Feb. 14. This meeting provides a review of clinical neurology, with a special emphasis on areas in which advances in understanding or progress in patient management have been made. For more information, call 476-5808.

The art of pulling teeth

A free lecture titled "The Art of Pulling Teeth in Painting and Comic Strip: Private Nightmare, Public Martyrdom, Political Struggle" will be presented by David Kunzle, UCLA professor of history, Thursday, Feb. 13 from noon to 1 p.m. in HSW 303. Kunzle has published on a wide variety of topics, whose common denominator is public, popular and political art. This special program is part of the School of Dentistry's Dean's Seminar series. For more information, call 476-1101.

A look at doctors and dying

The UCSF Department of History of Health Sciences and the Office of Continuing Medical Education, in cooperation with other Bay Area academic institutions, presents "Doctors and Death in the Modern Era," a look at 100 years of physician-assisted dying in the United States and Germany on Thursday and Friday, Feb. 13 and 14 in MCB 630. The conference is intended to be a forum for discussion of the historical framework in which perceptions of death and dying, and the value of life, have developed in the US and Germany. Tuition ranges from $90 to $150. Students may pre-register without fee, but must include a letter of verification from their training program. For registration information, call 476-5808. On-site check-in is from 8 to 8:45 a.m. on Feb. 13 in the MCB lobby.

Community health education series

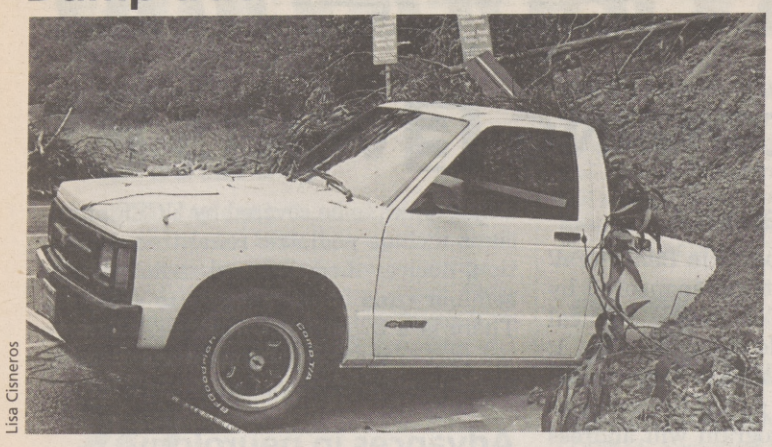
The two programs of the 1997 Community Health Education Series focus on health care issues of particular importance to the elderly. "A Morning on Women's Health," which explores the prevention, treatment and research of heart disease, urinary incontinence, depression and other conditions, will be held Saturday, Feb. 15 at the Laurel Heights Conference Center. "A Morning on Men's Health" will be held on Saturday, March 15, also at Laurel Heights, with a presentation about benign prostate cancer by Joseph Presti, assistant professor of urology, and a discussion of male menopause and sexuality by Jay Luxenberg, associate clinical professor of medicine.

Both programs are free and run from 8:30 a.m. to 12:30 p.m. Pre-registration is required as seating is limited Call 750-5342 for information and registration.

Women's Health 2000

An all-day symposium covering a myriad of women's health topics such as menopause, stress management and breast cancer will be held Saturday, March 8 in Cole Hall. The Women's Health 2000 conference, "Challenges and Choices for Improving Our Health," is sponsored by UCSF, the Obstetrics and Gynecology Research Foundation and the UCSF National Center for Excellence in Women's Health. Cost is $40 for adults and $5 for teens. One session is geared toward young women ages 13-17. To register, call 408-535-0436.

Dump truck



Lisa Cisneros

UCSF was not immune to Mother Nature's wrath, which dropped record amounts of rainfall on California causing more than a billion dollars in damage. Here, a truck is engulfed by mud that ran amok from the hillside above the Beckman Vision Center.

FUN ZONE

Get with the program for better health in 1997

Keeping those New Year's resolutions to stay fit may be easier if you have company while exercising. UCSF staff and students can find camaraderie and competition through the EMPACT! Sports Program, which offers sports and recreational activities to the UCSF campus community.

Also known as ESP, the program's mission is to enrich the quality of life for employees and students at each campus site through fun, fitness and friendship.

Those looking for a partner to stay motivated can check out the partner network board located in the display case outside the men's locker room in the Millberry Fitness Center. Copies of the partner network list are available at the towel desk as well. New names are added on the first Monday of each month.

Whether it's riding boards on cold Pacific waves or swinging clubs on wide open fairways — ESP has several ways to play.

Those unwilling to make a commitment to a club may prefer to take advantage of ESP's drop-in sports programs such as badminton, racquetball and volleyball.

For more information or to establish a new club, call 476-2675.

Nominate for public service award

Nominations to award three members or teams of the campus community for the 1997 Chancellor's Award for Public Service are due 5 p.m. on Wednesday, Feb. 19.

The purpose of the award is to recognize and reward those faculty, students and staff of UCSF who have performed extraordinary community service off-campus. Of these awards, two are designated as the "Thomas N. Burbridge" or the "Edison Uno" public service awards. Candidates for all the awards must demonstrate outstanding public service beyond the scope of their normal job duties or student requirements.

Candidates for the Burbridge Award should demonstrate particular contributions to equal education and employment opportunity, and social justice, and should reflect the impact made by Burbridge on minorities and disadvantaged communities as an international humanitarian.

Candidates for the Uno Award should reflect Uno's personal involvement with established social, political and civic groups that bring about social change. Candidates should have been involved in a minimum of two unrelated public service activities.

The awards are for $1,000 each with an additional $100 given by the UCSF Black Caucus for the Thomas Burbridge Public Service Award. The awards will be presented at a luncheon honoring the recipients as part of Founders Day festivities on Wednesday, April 9, 1997.

Nominations must be returned to the Chancellor's Award for Public Service Committee, c/o Public Affairs, Box 0462.

Nominate now for stellar UC service

Nominations are being accepted for the Chancellor's Award for Exceptional University Service. Nomination deadline is Friday, Jan. 24.

This award recognizes non-academic supervisors and staff employees who have consistently performed in their University positions at a level beyond what is ordinarily expected. Details and criteria are described in the nomination form, which has been distributed to the campus community. The award includes a certificate and a check for $2,000 that will be presented at the Founders Day Awards Luncheon on Wednesday, April 9. Additional nomination forms may be obtained from Human Resources (main reception desk at Laguna Honda or any division), the Chancellor's Office, or by contacting Joanne Fraysse at 476-4285.

Investment Fund Performance

Total rates of return for the UC 403(b), DCP, and comparative indices

Ending Dec. 31, 1996

UC Fund/Index	1 Month	3 Month	12 Month	5 Year*	Year To Date
UC Savings Fund	**0.51%**	**1.53%**	**6.24%**	**6.93%**	**6.24%**
US T-Bill (1-Yr)	0.44	1.34	5.49	4.79	5.49
UC Money Market Fund	**0.47**	**1.38**	**5.53**	**4.65**	**5.53**
US T-Bill (30-Day)	0.46	1.30	5.21	4.22	5.21
UC ICCF Fund	**0.62**	**1.87**	**7.71**	**8.12**	**7.71**
UC Bond Fund	**-4.16**	**8.25**	**8.02**	**11.31**	**8.02**
Lehman Bros. Gov't/Corp/Yankee	-1.11	3.06	2.90	7.19	2.90
UC Equity Fund	**-1.25**	**6.76**	**19.17**	**14.63**	**19.17**
S&P 500	-1.96	8.37	23.07	15.20	23.07
UC Multi-Asset Fund	**-1.10**	**4.65**	**10.78**	**10.08**	**10.78**

* Annualized rate of return reflects average over the past five years.

Unit values for variable funds as of Dec. 31, 1996:

Equity	**$164.90**
Bond	**$85.93**
Multi-Asset	**$19.85**

Unit values are similar to mutual fund share prices and change monthly to reflect changes in the market value of the fund's underlying investments, inclusive of interest and dividend income. Past performance is neither a guarantee nor a predictor of future returns.

Source: Jerry Neal, UCSF Benefits and Financial Planning

Millberry Plaza to open next month

A sleeker Millberry Plaza will have noticeably fewer pigeons dropping by when the renovated area finally reopens in February. The much-anticipated project was delayed a few months because of unexpected work — at an estimated cost of $100,000 — required to meet state fire codes.

As part of a $581,000 project to improve the J Level of Millberry Union, the plaza is being redesigned with a glass facade to allow natural light into the common eating area, while keeping out birds, rain and wind.

"It'll be lighter and brighter," says Richard Later, project manager for UCSF.

Other renovations include new utility and communications wires, and expanded circulation and queuing areas to meet Americans with Disabilities Act requirements. The old concrete floor is being replaced with porcelain tiles that are less slippery.

Vendors new and old will have harmoniously designed storefronts and signage. New tenants will serve Chinese, Italian, and California-Mexican foods, as well as coffee. The flower shop will reopen, and the bookstore, which received a minor facelift, will manage a new convenience-type store. A juice bar and the campus barbershop will be located on I-level.

The University decided to revamp Millberry Plaza after its 10-year-old contracts with vendors expired last June. The new food services are expected to bring vitality back to Millberry Plaza, which serves as an important social and economic hub for the Parnassus campus. Increased vendor sales translate into greater revenues to the University, which receives a percentage of gross sales.

Once an unenclosed area, the plaza grew incrementally over the years. But it was commercial expansion rather than a long-term master plan that prompted its piecemeal construction. The result was a loosely planned courtyard surrounded by commercial services whose appearances were inconsistent.

This time, though, remodeling was guided in part from interviews with more than 400 students, staff, faculty, patients and visitors to UCSF conducted by an independent research firm in 1995.

Brad Foss

Construction worker Don Conley lays a smooth cement base before tiling the floor of Millberry Plaza, which is expected to open next month.

MEDICAL CALL BOARD

DHEA and elders

UCSF researchers from the Department of Psychiatry are looking for participants for the first controlled study to determine whether DHEA has any beneficial effect on Alzheimer's disease and memory.

DHEA is a human hormone that progressively decreases in amount as a person ages, reaching very low levels by 65 years of age when the incidence of Alzheimer's disease sharply increases, says Owen Wolkowitz, UCSF associate professor of psychiatry, who is directing the study. Previous studies in animals and humans suggest DHEA improves memory and enhances the brain's ability to recover from certain types of damage.

The study will be conducted at the UCSF Parnassus Campus and at the Goldman Institute on Aging at 3330 Geary Blvd, over eight months. Participants will be seen four times.

Researchers also are recruiting participants for another study of hormones and memory. This is a naturalistic study, which means no drug treatments will be given. Participants with and without Alzheimer's disease are needed. The purpose of the study is to look at changes in memory and to measure natural DHEA and other hormone levels over time to see if there is a connection between changing hormone levels and cognition. The study will pay participants $75 and also offers free psychological and neurological evaluations as well as brain scanning.

Participants in both studies should be in stable health and over 55 years old. Evaluations may be performed either at UCSF or in the participant's residence. For more information about either of the studies, call research coordinator Mirit Friedland at 476-5858.

HIV infection

Researchers in the lab of George Fein at the San Francisco VAMC are seeking men and women between the ages of 21 and 50 to participate in a study to examine the direct effect of HIV infection on brain structure and function.

Researchers are looking for HIV negative control subjects and for HIV-positive subjects with cognitive or motor problems or with a CD4 count under 200. These subjects would complete a blood test, two EEG tests, two behavioral tests of cognitive function, and an MRI of the brain. The tests are scheduled in a series of appointments that are convenient for subjects. As this is a longitudinal study that examines changes over time, subjects are encouraged to return for testing every six to 18 months. Subjects will be reimbursed for their time. For more information or to refer a patient, call 476-7650.

Asthma

The UCSF Asthma Clinical Research Center is seeking men and women ages 18 to 65 with mild, moderate or severe asthma to participate in ongoing research on the cause of asthma, ways to improve treatment and new approaches to manage asthma. To determine eligibility for current or upcoming research studies on campus, call 502-4849 and choose option 1. Monetary compensation is provided. Confidentiality is ensured.

Button up!

Button up! That's the message from UCSF's Water and Energy Awareness program, which will randomly reward button wearers with an energy-saving and cost-efficient compact fluorescent bulb.

SAVE WATER ENERGY
IT'S THE RIGHT THING TO DO!

Spotters are on the lookout for anyone wearing the distinctive pin that displays the campaign logo above. Anyone interested in obtaining a button may call the awareness hotline at 502-8350, or email hydrowatt@fm.ucsf.edu. Buttons are also available at the Medical Sciences lobby desk and at the Moffitt/Long information desk.

Medsounds

Cancer Center offers T'ai Chi — meditation in motion

The graceful, ancient Chinese art form T'ai Chi is among a variety of programs offered by the UCSF Cancer Resource Center to patients recovering from cancer.

The classes are free and open to patients and UCSF staff.

Taught by Alice Brydges, the weekly classes teach movement that relaxes and reduces stress for participants. Even more, T'ai Chi offers a pathway to integrate one's mind and body, she says.

"It's about awareness, both self-awareness and awareness of one's environment," says Brydges. "And it's about slowing down to pay attention to oneself and to the present moment."

The classes are held Wednesdays from noon to 1 p.m. in the Healing Garden of the UCSF Cancer Center, 2356 Sutter St., unless rain sends them across the street to the UCSF/Mount Zion cardiac care gymnasium.

Although T'ai Chi is based on martial arts, it's more like slow-motion dancing. And while it can become a lifelong pursuit to master, participants can benefit from the practice at any stage or age.

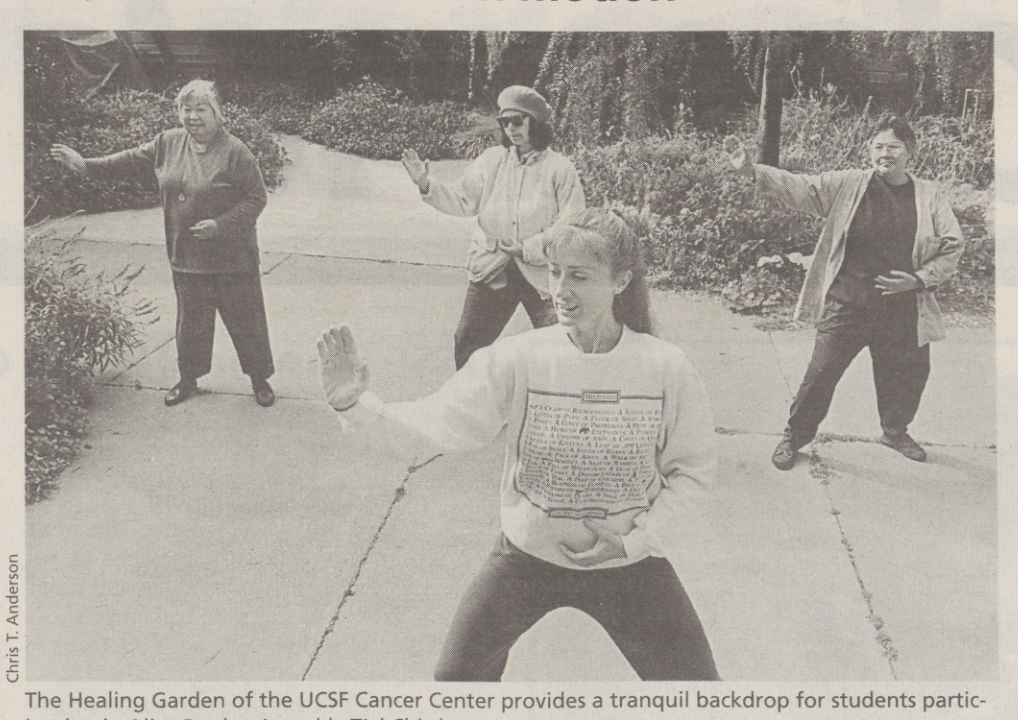
"In a world of doctors and treatments and protocols, the classes provide a place to come and be in a garden and feel your feet on the ground and breathe," Brydges says.

In addition to T'ai Chi, the UCSF Cancer Resource Center offers a number of support groups, all of which are free. Other free programs include exercise, dance therapy, Art for Recovery, gardening and the "Look Good, Feel Better" program for people receiving chemotherapy.

Support groups are available for people with colo-rectal cancer, head and neck cancers, gynecological cancers and melanoma.

The Cancer Resource Center is located in the UCSF Cancer Center building on the second floor, room J 223. Also housed in the resource center are a library and other materials for cancer patients. Call 885-3693 for more information.

— Dale Martin



Chris T. Anderson

The Healing Garden of the UCSF Cancer Center provides a tranquil backdrop for students participating in Alice Brydges' weekly T'ai Chi classes.

Cancer Center offers new support groups

The UCSF Cancer Center is offering two new support groups for women with cancer beginning this year.

A breast cancer support group, which is free and open to everyone who has or has had breast cancer, provides an opportunity for women to share information and experiences.

Leading the group are pre-doctorate psychology intern Debbie Marks and breast health specialist nurse Deborah Hamolsky. Meetings will be held on Mondays from 6 to 7:30 p.m. in the UCSF Cancer Resource Center, 2356 Sutter St., Room J 223.

In addition to the breast cancer group, a support group for women with gynecological cancer is also forming and will be held on Tuesday evenings. Participants in both the breast and gynecological cancer group are requested to speak with Marks at 750-3155 before they begin.

To register for this program or for information about any of the other free support groups and programs offered by the UCSF Cancer Center, call 885-3693.

Lisa Cisneros

Jennifer De Joya, patient care assistant, left, receives the Faust scholarship from Jane Hirsch, director of nursing.

Faust scholarship goes to De Joya

Jennifer De Joya received a special gift right before the holidays as the latest winner of the Barbara Faust Memorial Scholarship.

De Joya, a patient care assistant at the Intensive Care Unit at UCSF/Mount Zion, applied for the scholarship to help pay for some of her expenses while attending the University of San Francisco, where she earns an average grade point of 3.66.

"Upon completion of my baccalaureate degree in nursing, I intend to work for a few years as an RN in an institution where I can enhance my knowledge, and be provided with adequate experience and skills in order to qualify for a master's program in critical care/adult health," De Joya wrote in her application. "Nursing offers a wide range of opportunities. My goals, at this time, hold no bounds."

During her 28 years as a nurse at UCSF, Faust touched the lives of many staff and patients with her tender care. Better known as "Puzzle," Faust was recognized for her contributions to the nursing profession by her colleagues, patients and friends, who established the scholarship fund in her name.

Women's health priorities set at forum

By REBECCA HIGBEE

The new year is a time for making positive changes, and the UCSF National Center of Excellence (COE) in Women's Health duly noted the occasion Jan. 9 with a forum at Laurel Heights.

Nearly 200 Bay Area women from diverse community service groups attended the program, designed to stimulate a dialogue between the community and UCSF about priorities for women's health research. By the day's end, attendees of "Women's Health 1997: Resolutions for the New Year" had created a long list of research goals that recommended more studies of the impact of managed care on women's health, violence and social diversity issues, teen health, alternative medicine, and quality of life for older women, to name a few.

Nancy Milliken, director of COE, opened the forum by saying that to ensure a dynamic national women's health agenda, "we must make sure the right questions are asked. Women must be included in studies and our voices must be heard in deciding directions of research."

The event, co-sponsored by the San Francisco Commission on the Status of Women (COSW), included both panel discussions of UCSF researchers and community leaders, who highlighted ongoing studies and identified research gaps in women's health, and sessions that generated research priorities.

Rita Redberg, director of COE research, pledged to present the health priorities at a COE retreat on Feb. 12. COE will forward the priorities to the Department of Health and Human Services to create a national agenda for policymakers and academic researchers.

A resounding theme was the need to understand how racial, ethnic and cultural differences play a role in women's health. Advocates from the National Asian Women's Health Organization, San Francisco AIDS Office, Teenage Parenting Project, ACCESS, COSW, Women's Need Center, and Women's Health Advocacy Committee suggested ways to recruit diverse women into studies and urged UCSF to "put research into action" by sharing findings in the timeliest manner.

SFGH pediatrician Elena Fuentes-Afflick presented research on ethnicity and pregnancy outcomes such as infant mortality and low birth weight, and asked those present to help her understand the racial/ethnic differences that have been identified in her research.

Internist Melissa Welch shared research and personal stories of discrimination in health care, and advocated evaluating patients' health care encounters from both gender and racial/ethnic perspectives.

Cancer specialist Laura Esserman described new efforts to develop a model system of health care delivery for women with breast cancer and a program to look at lifestyles and alternative medicine for those with the disease. She challenged UCSF to be "agents of change, not victims of change" in the evolving health care marketplace.

Diana Taylor from the Department of Family Health Nursing reported on the vast research in the School of Nursing, including studies on mid-life women's health and drug and complementary treatments for PMS.

Women's Specialty Clinic director Ruth Greenblatt shared research of women and HIV, and commended community groups for being active, saying that "the community is essential in pushing HIV research along."

Epidemiologist Nancy Padian updated the audience on new women-controlled contraceptions. Although male condoms are extremely effective in preventing STD and HIV transmission, she said, "Research shows that women and teens have difficulty in negotiating condom use with their partners."

USHC (from page 8)

man of the board of trustees at Mills College until May 1992, and director of the UCSF Foundation and a member of the UCSF Campaign Cabinet from 1991 to 1996.

Rosenberg serves on the boards of Airborne Express, Potlatch Corp., Northrop Corp. and Pacific Telesis Group. He is a former chairman of MasterCard International, and has been vice chairman of Wells Fargo Bank and president and chief operating officer of Seattle First National Bank.

Stanford trustee representatives

Myers is director of health care management of Ford Motor Company. He has been an associate director of the medical/surgical intensive care unit and chairman of the quality assurance program at San Francisco General Hospital, New York City Health Commissioner, and Indiana State Health Commissioner.

O'Leary is a former general partner with Menlo Ventures in Menlo Park. She has served on the boards of directors of the Carey School, the Western Association of Venture Capitalists and YWCA of San Francisco/Marin/San Mateo Counties.

Stein is a founder of Waverly Associates of Palo Alto. He has been chairman of the executive committee of the Raychem Corp.; chair of the board of Esprit de Corps; a partner with Heller, Ehrman, White & McAuliffe; and a director of ALZA Corp.

UC Regent representatives

Atkinson was named 17th president of the nine-campus system in 1995 following more than 15 years of service as chancellor of the University of California-San Diego. He is an internationally recognized scholar in psychology and cognitive science and served as director of the National Science Foundation under President Jimmy Carter.

Del Junco is a surgeon in Los Angeles and chairman of the board of governors of the US Postal Service.

Leach is a corporate executive involved in numerous businesses, including Leach Capital Corp. and Cypress Farms Inc.

UCSF
Medsounds

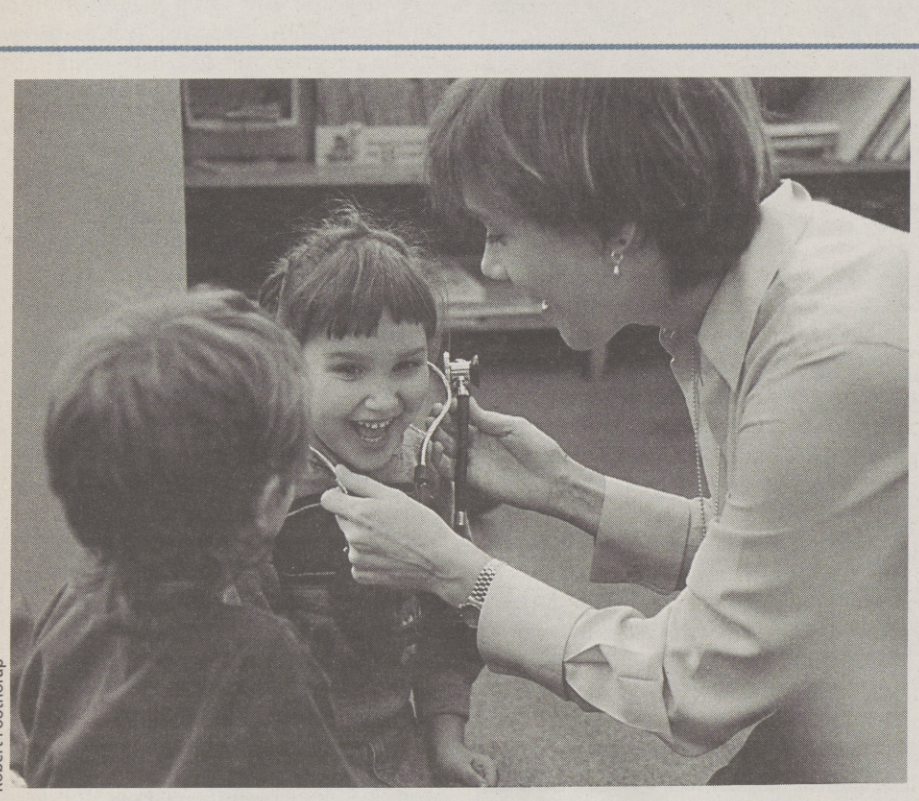
Medical Center News for the UCSF Campus Community VOL. 12, NO. 1 JANUARY 17, 1997

INSIDE

1 UCSF releases results from first campuswide diversity survey

6 Long-awaited Millberry Plaza to open next month

7 Cancer Center offers T'ai Chi for patients, employees



Robert Foothorap

Hearing how to stay healthy

Collin Lawson and Ninel Kozko were among the first-graders at Jefferson Elementary School who recently learned about personal health from UCSF health care professionals, including third-year resident Healther McPhillips. The visit with San Francisco students was arranged by Public Service Programs, a division of UCSF Public Affairs.

UCSF Stanford Health Care forms board

Fifteen members have been named to the board of directors of UCSF Stanford Health Care, the merged patient care services of UCSF and Stanford.

The board will meet within the next few weeks to discuss the process of selecting a chief executive officer and chief medical officer of the nonprofit organization. Their selection will complete the 17-member board.

The new directors include three representatives each of the UC Board of Regents and the Stanford Board of Trustees, as well as three independent directors chosen by a selection committee. Other members of the board include the UCSF chancellor, the Stanford president and deans and faculty representatives from both medical schools. The new board members are:

- Independent directors Richard E. Behrman, managing director of the Center for the Future of Children of the David and Lucile Packard Foundation; F. Warren Hellman, general partner in the investment firm Hellman & Friedman; and Richard M. Rosenberg, retired chairman and CEO of BankAmerica Corp.
- Representing the UC Regents, UC President Richard Atkinson; Tirso del Junco, chairman of the Board of Regents; and Howard Leach, a member of the Regents' Health Services Committee.
- Representing the Stanford trustees, Woodrow Myers Jr., a member of the board of Stanford Health Services (SHS); Denise O'Leary, a member of the Stanford University and SHS boards; and Isaac Stein, a Stanford University trustee and chairman of the board of SHS.
- From Stanford University, President Gerhard Casper; Eugene Bauer, dean of the School of Medicine; and Judith Swain, chair and professor of medicine.
- From UCSF, Chancellor Joseph Martin; Haile T. Debas, dean of the School of Medicine; and Lee Goldman, chair and professor of medicine.

On Nov. 15, 1996 the UC Board of Regents, the Stanford Board of Trustees and the board of Stanford Health Services voted to create UCSF Stanford Health Care (USHC). The new, nonprofit public benefit corporation will unite Stanford Health Services, which comprises Stanford University Hospital and related clinics; the Lucile Salter Packard Children's Hospital; UCSF Medical Center; and UCSF/Mount Zion Hospital.

The independent directors were selected by a committee, named by UC and Stanford, that comprised William Coblentz, senior partner with Coblentz, Cahen, McCabe & Breyer; Don Fisher, founder and chairman of The Gap, Inc.; Robert Halperin, past vice chairman of the Raychem Corp. board of directors; and Ernest Mario, co-chairman and chief executive officer of ALZA Corp.

Independent directors

In addition to his work with the Center for the Future of Children, Behrman is a clinical professor of pediatrics at both Stanford University and UCSF. Previously, he served as vice president of medical affairs and dean of the school of medicine for Case Western Reserve University. Behrman's areas of special interest include perinatal medicine, intensive and emergency care of children, the provision and organization of children's health and social services, and related issues of public policy and ethics.

Hellman serves on the boards of directors of Levi Strauss, American President Companies and the Brookings Institution, among others. He was chair-

(See **USHC** on page 7)

Beware of deadly wild mushrooms, experts say

By BILL GORDON

San Francisco Bay Area Regional Poison Control experts warn against collecting and eating wild mushrooms after nine people were hospitalized recently, including several who were sent to the UCSF medical centers after eating the toxic fungi gathered in Northern California.

All but one UCSF patient narrowly avoided the need for emergency liver transplants and are expected to recover completely, according to their physicians. That patient, who was hospitalized on Parnassus on Jan. 6, died on Tuesday evening, nine days after he accidentally ate poisonous mushrooms picked in Santa Rosa.

Wild mushrooms grow abundantly in Northern California after warm rains of the kind that moved through the area in recent weeks.

"Many poisonous mushrooms closely resemble edible ones and there are no simple ways to distinguish them. A mistake can be deadly," says Kent R. Olson, medical director of the San Francisco Bay Area Regional Poison Control Center, a joint program between the UCSF School of Pharmacy and the San Francisco Department of Public Health.

The most common culprit in mushroom poisoning is Amanita phalloides, a type of mushroom sometimes called the "death cap." The poison contained in Amanita phalloides is extremely powerful — eating as little as one quarter of a cap can be fatal. The poison has no abnormal smell or taste and is not destroyed by cooking, Olson says.

The Poison Control Center advises that no wild mushrooms should be eaten unless positively identified by a mushroom expert. Of the 5,000 known species of mushrooms in the US, about 100 are poisonous.

The poison in an Amanita phalloides mushroom kills cells in the intestinal tract, liver and other organs. The first symptoms, including stomach pains and severe watery diarrhea, usually begin between six and 24 hours after eating the mushroom. The initial period of symptoms usually is followed by a short period of apparent improvement.

After two or three days, damage to the liver can cause the patient to lapse into a coma. At this stage, a liver transplant may be necessary to save the person's life.

About 10,000 cases of poisonous mushroom exposure are reported annually to the American Association of Poison Control Centers, of which 23 percent have potentially life-threatening symptoms.

Last February, a 13-year-old girl who suffered severe liver damage after she and other members of her family ate poisonous mushrooms received a liver transplant at UCSF. The girl's mother and two brothers, all of whom also ate the toxic mushrooms gathered in an East Bay park, also recovered at UCSF without the need for liver transplants.

Our compliments to food servers

For their behind-the-scenes work in promptly preparing 900 dietitian-approved meals for UCSF patients every day, food service team members have been chosen to receive our THANKS.

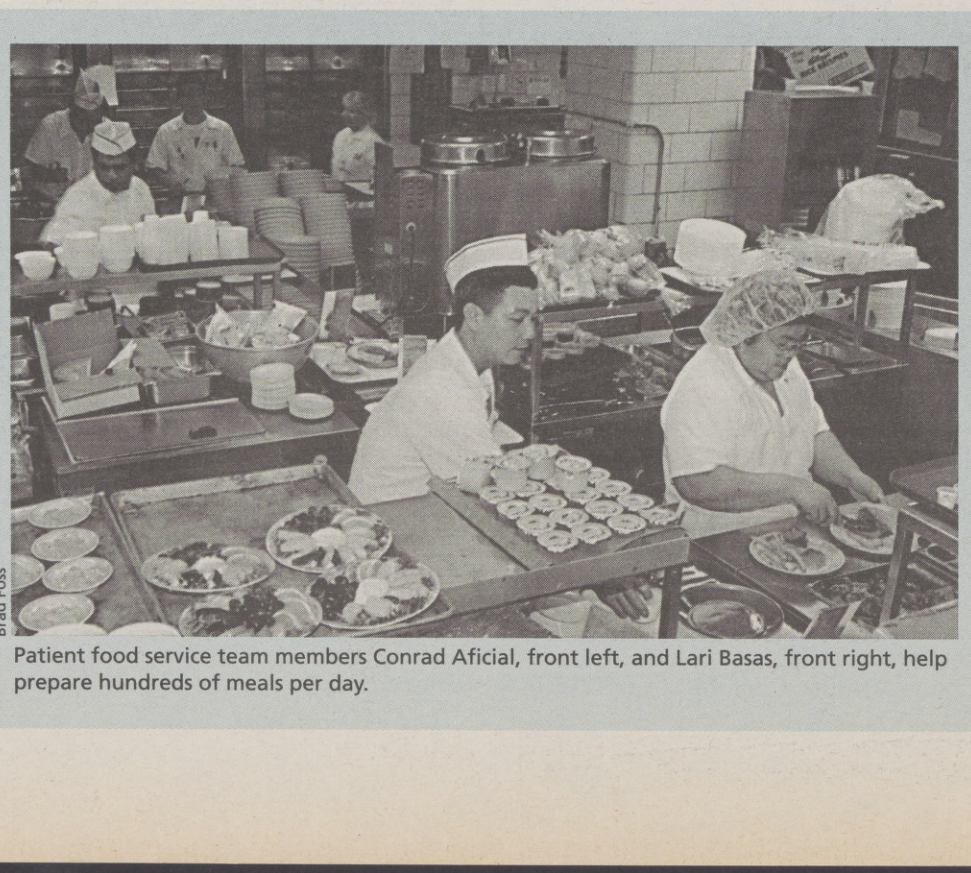
"It's a little bit like hotel room service," says Donna Williams, associate director of nutrition and dietetics at the Medical Center, referring to the process of preparing food for hundreds of patients at Moffitt/Long Hospital and Langley Porter Psychiatric Institute.

Like guests of a hotel, USCF patients must choose from a variety of offerings at breakfast, lunch and dinner by selecting their preferred dish from the day's menu. However, unlike room service, the more indulgent dishes such as eggs Benedict and the bacon cheeseburger don't appear on the strict "fat-controlled," "sodium-controlled," or "carbohydrate-controlled" diet menus.

Patient food service employees work in an assembly line, placing entrees, fruits and vegetables, beverages and desserts — angel food cakes and sugar-free Jell-O — onto trays, making sure patients are receiving foods within their dietary guidelines.

"Each meal is hand picked by patients, but their selections are carefully checked by diet technicians," Williams explains.

T.H.a.N.K.S!
"To Honor, Acknowledge, and Note Kindness and Service"



Brad Foss

Patient food service team members Conrad Aficial, front left, and Lari Basas, front right, help prepare hundreds of meals per day.